

ABSTRACT

This study aims to determine the effect of organizational justice, employee empowerment and organizational support on employee job satisfaction at Hotel Indigo Bali Seminyak Beach. The population in this study were employees at Hotel Indigo Bali Seminyak Beach by taking a sample of 64 employees. The data was analyzed using Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Determination Coefficient Test, T Test and F Test. The results of the partial study showed that (1) organizational justice has a positive and significant effect on employee job satisfaction, the regression coefficient value b_1 is 0.207 then the calculated t value is $2.842 >$ the t -table value of 1.67 and the significance is $0.006 < 0.05$, (2) employee empowerment has a positive and significant effect on employee job satisfaction, the regression coefficient value b_2 is 0.306 then the calculated t value is $2.076 >$ the t -table value of 1.67 and the significance is $0.042 < 0.05$, (3) organizational support has a positive and significant effect on employee job satisfaction, the regression coefficient value b_3 is 0.494 then the calculated t value is $6.526 >$ the value t -table 1.67 and significance $0.000 < 0.05$ and (4) simultaneously Organizational Justice, Employee Empowerment and Organizational Support have a positive and significant effect on Employee Job Satisfaction. Simultaneously obtained multiple linear regression values, namely: $Y = 1.920 + 0.334X_1 + 0.633X_2 + 0.249X_3$, and obtained F -count value $42.036 >$ F -table value 2.71 and significance $0.000 < 0.05$. and from the determination results showed 76.9% and the remaining 23.1% was influenced by other variables not discussed in this study. Based on the results above, it shows that both partially and simultaneously Organizational Justice, Employee Empowerment and Organizational Support have a very positive and significant effect on Employee Job Satisfaction at Hotel Indigo Bali Seminyak Beach.

Keywords: *Organizational Justice, Employee Empowerment, Organizational Support and Employee Job Satisfaction.*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan organisasional, pemberdayaan karyawan dan dukungan organisasi terhadap kepuasan kerja karyawan Hotel Indigo Bali Seminyak Beach. Populasi dalam penelitian ini adalah karyawan pada Hotel Indigo Bali Seminyak Beach dengan mengambil sampel sebanyak 64 karyawan. Data dianalisa menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji T dan Uji F. Hasil dari penelitian secara parsial menunjukkan bahwa (1) keadilan organisasional berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, diperoleh nilai koefisien regresi b_1 sebesar 0,207 kemudian nilai t-hitung $2,842 >$ nilai t-tabel 1,67 dan signifikansi $0,006 < 0,05$, (2) pemberdayaan karyawan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, diperoleh nilai koefisien regresi b_2 sebesar 0,306 kemudian nilai t-hitung $2,076 >$ nilai t-tabel 1,67 dan signifikansi $0,042 < 0,05$, (3) dukungan organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, diperoleh nilai koefisien regresi b_3 sebesar 0,494 kemudian nilai t-hitung $6,526 >$ nilai t-tabel 1,67 dan signifikansi $0,000 < 0,05$ dan (4) secara simultan keadilan Organisasional, Pemberdayaan Karyawan Dan Dukungan Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan. Secara simultan diperoleh nilai regresi linear berganda yaitu: $Y=1,920 + 0,334X_1 + 0,633X_2 + 0,249X_3$, dan diperoleh nilai F-hitung $42,036 >$ nilai F-tabel 2,71 dan signifikansi $0,000 < 0,05$. dan dari hasil determinasi menunjukkan sebesar 76,9% dan sisanya sebesar 23,1% dipengaruhi oleh variabel lain yang tidak dibahas dalam penelitian ini. Berdasarkan hasil tersebut diatas menunjukkan bahwa baik secara parsial dan simultan Keadilan Organisasional, Pemberdayaan Karyawan Dan Dukungan Organisasi sangat berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan Hotel Indigo Bali Seminyak Beach.

Kata Kunci: Keadilan Organisasional, Pemberdayaan Karyawan, Dukungan Organisasi dan Kepuasan Kerja Karyawan.